



DST Systems, Inc.




DST NYSE

IT Services / Consulting

Market Capitalization USD:

\$2,039.66 mm

CONCERN LEVEL: AVERAGE

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group. 
- 7 The company's dilution from equity incentives is 10 percent or less. 
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

CEO: Thomas A. McDonnell

Age: 66

CEO Since: 1984

	2009	2010	2011
Base Salary	\$650,000	\$650,000	\$750,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$2,271,458	\$2,592,956	\$1,558,656
Benefits and Perquisites	\$808,990	\$627,937	\$501,466
TOTAL ANNUAL COMPENSATION	\$3,730,448	\$3,870,893	\$2,810,122
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$1,801,518	\$647,454
Stock Awards	\$0	\$1,295,937	\$2,037,481
TOTAL COMPENSATION	\$3,730,448	\$6,968,348	\$5,495,057
Median of Other Named Executive Officers Total Compensation	\$2,364,503	\$1,885,796	\$2,271,719
Value Realized on Exercise of Stock Option	\$293,546	\$283,298	\$2,415,087
Value Realized on Vesting of Stock	\$0	\$9,140,795	\$40,080
TOTAL REALIZED EQUITY COMPENSATION	\$293,546	\$9,424,093	\$2,455,167

Proxy Date: 15 Mar 2012

Annual Meeting Date: 8 May 2012

Equity Reserves: 24.23%

Stock Option Run Rate: 1.74%

DST Systems, Inc.

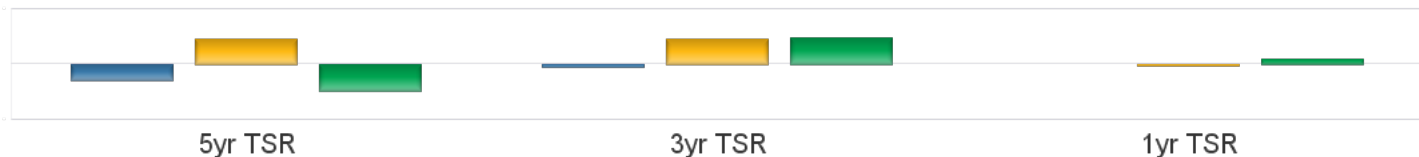
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Performance Comparison

■ S&P500 ■ Industry ■ DST



Peer Comparisons (TRBC) =IT Services / Consulting

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
DST	DST Systems, Inc.	\$3,730,448	\$6,968,348	\$5,495,057	\$2,039,662,141
FFIV	F5 Networks, Inc.	\$7,892,855	\$8,884,962	\$7,707,496	\$5,735,643,331
VRSN	VeriSign, Inc.	\$2,755,739	\$4,564,800		\$4,760,684,945
ADS	Alliance Data Systems Corporation	\$3,321,044	\$5,920,509		\$4,720,071,624
RAX	Rackspace Hosting, Inc.	\$6,729,521	\$2,238,560	\$4,151,656	\$4,452,426,684
INFA	Informatica Corporation	\$2,778,900	\$4,524,989		\$4,368,586,950
CSC	Computer Sciences Corporation	\$7,825,926	\$15,527,343		\$4,163,070,966

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

Alliance Data Systems Corporation, Automatic Data Processing, Inc., Broadridge Financial Solutions, Inc., Convergys Corporation, CSG Systems International, Inc., Fidelity National Information Services, Fiserv, Inc., Global Payments Inc., IMS Health Incorporated, NCR Corporation, Paychex, Inc., SEI Investments Co., Teletech Holdings, Inc., Total System Services, Inc., Unisys Corporation

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Lawrence M. Hiabv	Chairman	66	Male	1	Outside
George L. Aravros	Member	75	Male	6	Outside Related
M. Jeannine Strandjord	Member	66	Female	16	Outside Related
Robert T. Jackson	Member	66	Male	5	Outside
Travis E. Reed	Member	77	Male	10	Outside Related

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